

# SKILL BASED SCHEDULE (NON EXEMPT)

EFFECTIVE JUNE 27, 2004

Grade A	Apprentice Level Hiring Rate	Apprentice Level Maximum
Annual	\$24,690	\$36,171
Hourly	\$11.87	\$17.39
Grade A	Skill Levels	Per Hour Increase
	1.1.1	\$0.50
	1.1.2	\$0.34
	1.1.3	\$0.35
	1.2.1	\$0.35
	1.2.2	\$0.38
	1.2.3	\$0.37
	1.3.1	\$0.43
	1.3.2	\$0.49
	1.3.3	\$0.49
	1.3.4	\$0.38
	1.4.1	\$0.37
	1.4.2	\$0.34
	1.5.1	\$0.28
	1.6.1	\$0.45

Grade C	Craft Level Hiring Rate	Craft Level Maximum
Annual	\$37,253	\$47,424
Hourly	\$17.91	\$22.80
Grade C	Skill Levels	Per Hour Increase
	2.1.1	\$0.52
	2.1.2	\$0.50
	2.1.3	\$0.43
	2.1.4	\$0.46
	2.2.1	\$0.47
	2.2.2	\$0.46
	2.2.3	\$0.49
	2.3.1	\$0.43
	2.4.1	\$0.43
	2.4.2	\$0.38
	2.5.1	\$0.46
	2.6.1	\$0.38

Grade J	Journey Level Hiring Rate	Journey Level Maximum
Annual	\$48,360	\$58,136
Hourly	\$23.25	\$27.95
Grade J	Skill Levels	Per Hour Increase
	3.1.1	\$0.45
	3.1.2	\$0.42
	3.1.3	\$0.47
	3.2.1	\$0.43
	3.2.2	\$0.41
	3.2.3	\$0.44
	3.3.1	\$0.53
	3.3.2	\$0.51
	3.3.3	\$0.55
	3.4.1	\$0.51
	3.5.1	\$0.43

The hourly rate is the official rate of pay. All other rates are for information purposes only.

# SPECIAL RATE SCHEDULES

EFFECTIVE JUNE 27, 2004

The following special rates apply to employees eligible for representation by:

## SHIFT

UNION	P.M. rate per hour 6:00pm to Midnight	A.M. rate per hour Midnight to 6:00am
AFSCME	\$0.70	\$0.80
CWA-TACE	\$1.00	\$1.00
IAFF*	\$0.80	\$0.85
TPOA	\$1.00	\$1.00
NON-REPRESENTED	\$0.80	\$0.80

\*P.M. is 8:00pm to Midnight

\*A.M. is Midnight to 8:00am

## STANDBY (ONCALL)

UNION	Standby rate per hour
AFSCME	\$1.60
CWA-TACE	\$1.75
IAFF	\$1.60
TPOA	n/a
NON-REPRESENTED	\$1.30

(specific classes within the IAFF)

## WEEKEND PREMIUM PAY

UNION	Weekend Premium rate per hour
AFSCME - members	\$1.20
CWA-TACE	n/a
IAFF	n/a
TPOA	n/a
NON-REPRESENTED	n/a

All rates are effective June 27, 2004